

Highlights:
Creating Change Through
Education-Industry Partnerships

June 2013

Creating Change thru Education- Industry Partnerships

- Let's talk Partnerships... What are they???:
 - Partnerships are voluntary collaborative agreements between two or more parties in which all participants agree to work together to achieve a **common purpose**.
- Key points:
- **Voluntary**
 - **Collaborative**
 - **Agreement**
 - **Achieve**
 - **Common Purpose**

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- **How do we create change with MN HOSA???**
- **First...I “opened my big fat mouth”!!**
- **Second...the current Board Chair said “You’re right, now what are you going to do to help?”**
- **Went at this as “a small team” creating a vision and then we sold it...**
- **Take the time to develop relationships/”set the stage”... that was needed to move forward...**
- **Was asked to take over the Board Chair role and the current members agreed change was needed**
- **Relied on my past experiences in non-profit world:**
 - **11 years with the Boy Scouts**
 - **Recruiting/Training Volunteers, Fund raising, Program Development/Delivery**

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- **A plan for change was created...**
 - **We built a business plan (using information from our observations as well as conversations with some of the educators)**
 - **5 specific goals to deal with the top 3 issues:**
 - **Develop a Board; Industry involved**
 - **Train the Board**
 - **Develop Board Policies and Protocols**
 - **Develop a Program Calendar/Committee Meetings**
 - **Began to think about fundraising**

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- **Strategies/Outcomes/Results:**
 - **Board went from 5-6 education-only members to 20 active members representing education (both secondary and post-secondary) and health care.**
 - **For Education-Industry Partnerships (which HOSA is), you have to have good numbers of folks representing all areas**

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- **Strategies/Outcomes/Results:**
 - **Rewrote the policies and protocols including board member duties and expectations**
 - **This was a great project to take on as a “new” board; having individual members involved on this helped “create the accountability” of individual members... they literally wrote their own expectations.**
 - **And it worked well...the “original” board members had tremendous commitment to MN HOSA and a few of those folks remain committed**

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- **Strategies/Outcomes/Results:**
 - **Developed a fund raising program that allowed us to go from a part-time director to a full-time director (key!!)**
 - **This was not the first project. We held a couple of Workshops/Retreats before taking this one**
 - **By allowing some time to unfold before embarking, board members truly understood the need to create a funding stream...they lived the reasons why we needed a full-time director**
 - **Used the “Impact Luncheon” to secure funding support.**

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- An important key
- Relationships
- Trust
- Common Focus

OWNERSHIP!!!